

NOTES ON SUPERVISORY RESPONSIBILITIES PROGRAM

1. I think the session was entirely too long. A full day of lecturing is too much. I would suggest either that the number of speakers be reduced or that the program be presented on 2 half-days rather than one full day.
2. The Security re-indoctrination lecture was well done. In fact, was too polished. However, I think it was far wide of the mark for the purpose of the Supervisory Responsibilities Program. I think the lecture as given was fine for its initial purpose but that there are a number of other things that could have been said regarding a supervisor's security responsibilities as a supervisor. Unless a different type of presentation is developed, I would suggest dropping this part and exposing supervisors to it in the normal course of the Security re-indoctrination program.
3. The Medical lecture was entertaining. However, I think the speaker could have done a better job of tying his points down as to their meaning for supervisors. Otherwise, and this comment refers particularly to the discussion of "stress," the lecture might be given at any time to any group of Agency employees. Here again, I felt that there was more that could be said of the supervisor's responsibility for being alert to evidences of medical problems. I disagree with the speaker's approach in "offering" seminars to interested groups on "how to spot emotional problems" -- this subject, to me, is one that might well have been covered in the Supervisory Responsibilities Program. Alternatively, such seminars should be scheduled in the near future for selected levels of supervisors.
4. I think that the DD/S might have spent less time discussing psychological theories of motivation. If motivation is to be included as a principal topic on the program, I would suggest that it be discussed by a psychologist or included in one of the other technical presentations. I believe that the Deputy Director who participates in this program should make a talk pointed to the kinds of supervisory problems inherent in his Directorate's functions and activities. For the most part, I think he should try to be inspiring rather than instructive and that he should impress on his supervisors the genuine concern and intention of top Agency management to improve supervisory performance.
5. It seems to me that the talk by the Director of Finance could be reduced in length and sharpened to make the few points that it had to make. It would seem to me that there are other subjects that could have been brought up in this talk -- which seemed to be concerned mainly with instances of mishandling of official funds; the supervisor's responsibility for economical and efficient use of funds and property might have been developed more fully, for example.